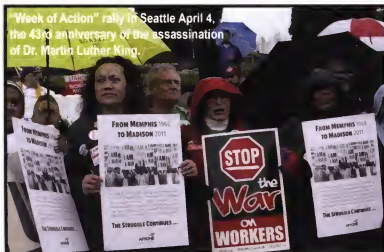




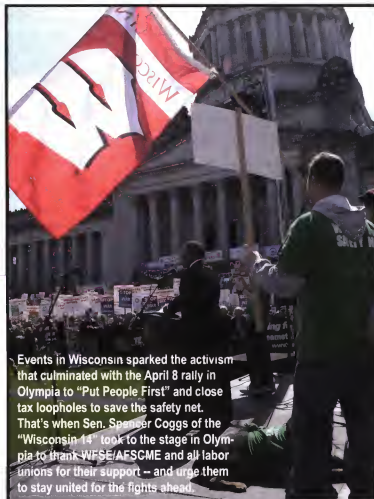
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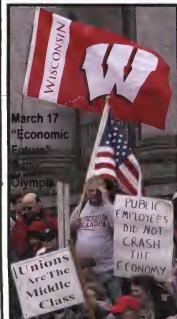
April 8, Olympia



"Week of Action" rally in Seattle April 4, the 43rd anniversary of the assassination of Dr. Martin Luther King.



Events in Wisconsin sparked the activism that culminated with the April 8 rally in Olympia to "Put People First" and close tax loopholes to save the safety net. That's when Sen. Spencer Coggs of the "Wisconsin 14" took to the stage in Olympia to thank WFSE/AFSCME and all labor unions for their support – and urge them to stay united for the fights ahead.



March 17 "Economic Emergency" rally in Olympia



April 2 rally at the Peace Arch in Bellingham brought together unions from Washington, Oregon and Idaho.

Action -- & waiting

INSIDE:

- Two full pages of April 8 stories, photos, 4 & 5
- More "Week of Action" coverage. 3

The week of action hammered home the message: Close tax loopholes, preserve the safety net.

At press time April 13, it was unclear if the state Legislature got the message -- or whether it would complete its business by April 24.

Both House and Senate budget plans were on the table. Neither closed tax loopholes to preserve the safety net.

The House saved Frances Haddon Morgan Center and Yakima Valley School

by requiring community supports before closing.

The Senate, however, did a switch and targeted Rainier School in Buckley for closure, along with the Morgan Center.

Both rejected the proposal by Rep. Gary Alexander to save Maple Lane School, the juvenile rehabilitation facility in south Thurston County. He would have done that by tapping funds from the Washington Auto Theft Prevention Account. **MORE ON PAGE 3.**



Spokane solidarity rally March 11 to make sure Wisconsin never happens here.

Norm Schut, pioneering WFSE/AFSCME executive director, dies



Norm Schut
1993 photo

You may know the name of Norm Schut only from the annual scholarship the union sponsors that carries his name.

But the legacy of Norm Schut is as current as today's headlines about putting people first. From Memphis to Madison to Olympia, to the fights for collective bargaining and collective dignity, much of why we do what we do today is because of the tone set by Schut some 70 years ago.

Schut was WFSE/AFSCME's first executive director from 1952 to 1974. During that time he founded the Federation as THE state employees union, instituted a civil rights committee in the union in the

early 1960s and started the fight that brought comparable worth/pay equity.

In 1972 he took the historic step of taking to the floor of the AFSCME Convention to nominate William Lucy for In-

ternational Secretary-Treasurer, the first African-American to hold that post.

Schut later founded the union's retirees chapter, went on to work with AFSCME as its regional director and in retirement also headed the Senior Citizen Lobby and was a trustee at South Puget Sound Community College and a leader in the association of trustees.

Schut died March 22 at a health and wellness center in Hoquiam, not far from his home in Ocean Shores. He was 89.

He requested no funeral services.

SCHUT, from page 1

WFSE/AFSCME will also host an event where the many union and public officials he mentored over the years can share memories. The event will be scheduled sometime after the legislative session.

His family has established a memorial website with links to other historical sources.

That website is at: <http://memorialwebsites.legacy.com/NormSchut/homepage.aspx>

Not listed on that website are Schut's accounts of how labor, politics and world events shaped him -- even before he came to WFSE/AFSCME -- and how that continues to shape the union today.

The accounts -- many published here for the first time -- come from interviews he did with the union in 1993 during the Federation's 50th anniversary.

Schut, born June 27, 1921, on a Yakima Valley farm, was raised in a deeply religious Dutch Reformed Church family.

"I was brought up in an environment where racial discrimination was a sin..." Schut told his 1993 interviewers. "I couldn't tolerate racial discrimination."

And some in the labor movement of the late 1930s and 1940s couldn't tolerate him because of that stand.

In the years before World War II, Schut became president of a Pierce County local of what is now the Service Employees International Union. He was not yet 19.

He organized Japanese and Chinese restaurant and store employees whom other unions in Pierce County refused to organize "and then they would try to advertise them as non-union," Schut said.

"I got contracts for them..." he added. "I was one of the few people in the labor movement in Tacoma (who did that) and I caught hell for it."

Schut's death came 69 years after one of the most formative events in his life and the nation's -- the forced



Schut and AFSCME President Jerry Wurf (center) meet with Gov. Dan Evans during early days of comparable worth pay equity fight for state employees in traditionally female-dominated job classes, mid-1970s.

internment of American citizens and union members of Japanese ancestry.

He was one of the few leaders of any stripe who, as he said, "vigorously protested" the internment order from President Franklin D. Roosevelt.

Because of that, he nearly was expelled from the Pierce County Central Labor Council because of his union's program of visits to Japanese-American union members interned at the Puyallup "relocation" center at the Western Washington Fairgrounds.

"We went out there several times a week," he said.

"We brought them recreational equipment, reading materials, so on and so forth."

"Wherever I could, I did what I could in the way of equal rights for all people," Schut added.

So it's no surprise that 20 years later with the Federation he oversaw the creation of one of the first civil rights committees in a mainstream union.

That was 1962 -- six years before the AFSCME Memphis sanitation strike and the assassination of Dr. Martin Luther King.

And it was no surprise Schut led the union to endorse Lucy in 1972 and started the then-unpopular fight for pay equity for women in 1973.

After military service in World War II, Schut returned to Pierce County.

There the political liberal paradoxically found a home in the Republican Party.

At that time in the late 1940s, the Democratic Party in this state was heavily influenced by Dave Beck's Teamsters on the right (who had tried to expel Schut from the labor movement for his support of Japanese-Americans) and Communists on the left.

"I ended up supporting some Republican candidates in Pierce County

and so I became active to an extent with some Republican officeholders," he said.

He managed Republican Thor Tollefson's successful run for U.S. Congress and then served three years as Tollefson's executive assistant.

Later he served three years as "troubleshotter" for Republican Gov. Arthur Langlie.

The Republican hierarchy, though, considered Schut a "socialist" and pressured both Tollefson and Langlie to fire him.

**1960 GENERAL ELECTION
INITIATIVE 207 STATE CIVIL SERVICE
FOR 60C91/ AGAINST 471130
MAJORITY FOR - 134781**



ABOVE: Schut (second from left, with WFSE founder Neville B. Crippen) at banquet celebrating voter approval of civil service law.



But both the congressman and governor had a strong labor bent -- it was Langlie in 1941 who signed the order allowing state employees to unionize -- and rebuffed the GOP machinery.

In 1952, Schut finally accepted AFSCME's invitation to be executive director (then called executive secretary) of the 9-year-old Washington Federation of State Employees.

Schut said he finally realized he'd grown tired of the bureaucratic battles in state government and wanted to be

in a position in a smaller organization where he could really make a difference.

It was his close ties to Langlie that helped the fledgling Federation establish an AFSCME foothold in Washington and fended off private-sector unions -- including the Teamsters union led by Dave Beck -- who wanted to carve up state government for themselves.

He considered Langlie a personal friend, so had a heart-to-heart with the governor before accepting the Federation job.

"I also told him that it would be crucial to me that I would have his support..." Schut said. "And so I knew going in that I could also count on the backing of the governor when the chips were down. And that was crucial."

Under Schut, state employees won a 40-hour work week in institutions, Social Security coverage, health insurance, the first collective bargaining law over non-economic issues, and, in 1960, the voter-approved civil service initiative filed by the Federation.

Initiative 207 ended the spoils system in state hiring. Before then, state employees were expected to stuff envelopes in elected officials' re-election campaigns. "Safety inspectors were putting up signs on trees" instead of processing workers' compensation claims, he said. And there was "all kinds of favoritism... who got promoted, who got what work assignment, who got on what shifts, all that kind of garbage," Schut said.

After 1960, state employees became part of the machine dedicated to public service, not part of a political machine to keep governors and legislators in power.

Schut retired from the Federation in 1974 and lived out the last 18 years of his life in Ocean Shores, where he was active with various wildlife, cultural and library causes.

During his 1993 interviews, Schut was modest about his accomplishments and unsure if Federation members now would remember his contributions.

"Nothing is more boring than for somebody my age to try to tell them (newer members) the history, how hard we fought and won these battles..." he said. "If there's any message at all that I think everybody in the union should try to get to the new members is that it's not just that the union accomplished all these things for you, you need to know what would happen to you if it weren't for the union."

And if it weren't for Norm Schut.

State Employee

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IN MEMORIAM: A memorial service for longtime labor activist Irene Hull will be 2-5 p.m., Sunday, May 22, in Hall 1 of the Seattle Labor Temple, 2800 First Ave. Hull, 98, died March 20. She helped found the local chapter of Coalition of Labor Union Women (CLUW), was active in Jobs with Justice and had been honored by both the Washington State Labor Council and the City of Seattle.

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Your activism needed in last days of 2011 session

PRIORITIES:

Much could change by the time you read this. But the major priorities will likely remain the same:

- Fund state contracts.
- Protect workers and clients from institutional closures.
- Retain funding for medical interpreters required by Medicaid patients whose first language is not English.
- Preserve early retirement incentives state employees.
- Support user fees necessary to retain critical natural resource agencies.
- Support public safety in Corrections, Fish and Wildlife and other agencies.
- Reject the plan to privatize all of Child Welfare Services.
- Close billions in tax loopholes to preserve the safety net.

MAKE THE CALLS -- KEEP UP TO DATE!

- Call your legislators at 1-800-562-6000 to urge those priorities in the budget bill, HB 1087.
- Keep up to date on calls to action by calling the WFSE/AFSCME Action Hotline at 1-800-562-6102.
- Visit our website for up-to-date information and calls to action in the closing days of the regular session -- and any special sessions.

Sen. Maralyn Chase, 32nd Dist. (right) talks with Yakima Valley School members April 8. It was clear all residential habilitation centers are threatened.



The choice: Preserving the safety net -- or preserving corporate loopholes

Reduce Home Care for Seniors and Persons With Disabilities = \$76.2 Million	OR	Eliminate Sales Tax Exemption for Non-Organic Fertilizer = \$83.7 Million
Eliminate Extra Class Size Reduction Funds for K-4 classes = \$216 Million	OR	Eliminate Sales Tax Exemption for Financial Services, Insurance, and Real Estate Fees and Commissions = \$401 Million
Reduce Basic Health Plan = \$246.2 Million (Cuts healthcare coverage for 69,000 low-income, working adults)	OR	Eliminate B&O Tax Exemption on First Mortgage Income for Wall Street Banks = \$87 Million (Exempts Washington-based banks by not taxing first \$100 million in bank revenues) and Eliminate Sales Tax Exemption for Personal and Entertainment Services = \$203 Million
Reduce School Meals Program = \$3 Million	OR	Eliminate Sales Tax Exemption on Golf Club and Country Club Membership Fees = \$2 Million
Reduce Medicare Part D Co pay Assistance for Low Income Adults = \$16.4 Million (Funding to help seniors afford their prescription medications)	OR	Eliminate Sales Tax Exemption on Elective, Not-Medically-Necessary Cosmetic Surgery = \$12.4 Million
Eliminate State Food Assistance Program = \$45.6 Million	OR	Eliminate Sales Tax Exemption for Security and Janitorial Services = \$69 Million
Reduction in Apple Health Program for Children = \$59 Million	OR	Eliminate Sales Tax Exemption for Out-Of-State Shoppers = \$84 Million

SOURCE: Our Economic Future Coalition

WEEKS OF ACTION



Sen. Steve Conway of the 29th District (front, right) joined WFSE/AFSCME's Interpreters United Lobby Day March 29 to save their program.



Legislators visited Frances Haddon Morgan Center March 11 as workers, unions and parents made their case that it's a cost-effective, caring institution. From left: Rep. Tam Green, 28th Dist., Sen. Phil Rockefeller, 23rd Dist.; parent Paul Strand; Greg Devereux, WFSE; and Marci Johnson, SEIU.

"Greed is the crime," Dotlich tells Seattle 'Week of Action' rally

WFSE/AFSCME President Carol Dotlich told a crowd of about 1,000 attending the April 4 Community Rally in Seattle to commemorate the legacy of Dr. Martin Luther King Jr., but also to re-dedicate themselves to the fight, which is as current as today's headlines.

"Brothers and sisters, need is not the crime, greed is the crime," Dotlich said.

"Organized labor and collective bargaining built the middle class. Today our country is at war with crime in many, many countries. At home in America, corporations are funding a war on the workers, a war on American families."

As it rained on the rally, Dotlich said:

"Today, heaven sheds tears. It sheds tears for all those who share the dreams and vision of Dr. Martin Luther King, for we have yet to realize it. It cries out for justice for workers. It reminds us that we must stand together today as Martin



Luther King stood in 1968. We must stand for justice, we must stand for working families and we must carry on his dream."

That fight for dignity brought King to Memphis 43 years ago to support the efforts of 1,300 AFSCME sanitation workers to defend



Dotlich (above) spoke to a crowd of 1,000 at April 4 rally in Seattle.

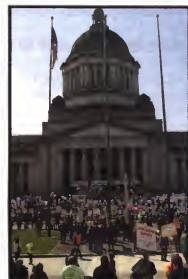
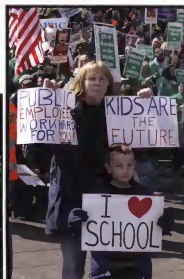
their right to collectively bargain for better wages, working conditions and respect.

It was the second "Week of Action" event that culminated with the April 8 rally in Olympia (see pages 4 and 5).



WFSE/AFSCME members took part in the first "Week of Action" event April 2 at Peace Arch State Park in Blaine.

'This is what democracy looks like!'



The 1,400 WFSE/AFSCME attendees mingled with members from dozens of other unions and came from as far away as Shoreline, Everett, Spokane and Cheney.



Local 1020 member Max Phipps (Everett CC) with granddaughter Alexis Ellis, 7.



Interpreter Dave Soelberg of Vancouver, with 'Wisconsin 14' Sen. Coggs.

One of the 'Wisconsin 14' wows crowd with saga of foiling Scott Walker

The April 8 crowd roared when one of the "Wisconsin 14," Wisconsin state Sen. Spencer Coggs of the 6th District in Milwaukee, made a surprise appearance.

He and his 13 colleagues refused to stand by while Gov. Scott Walker and the Republican majority rammed through anti-worker and anti-union legislation, he said.

"He gave away \$140 million (in tax breaks), then he wants to take it out of the backs of working men and women," Coggs said. "That just wasn't right."

But then the "Wisconsin 14" realized that the Republicans needed 20 votes for a quorum to get the



"budget repair" bill through.

"Brothers and sisters, there's only 19 Republicans, so we headed for the border," he said.

The "Wisconsin 14" hid out in Illinois while hundreds of thousands of public employees and allies occupied the state Capitol in Madison.

The "Wisconsin 14" sparked a movement and new wave of activism.

"We thought we were

holding up the terrible bill, but we were holding the entire nation together," he said.

Walker and his supporters eventually found a way around the rules and passed the bill — but the dispute is now in the courts because of their possible illegal conduct.

The "Wisconsin 14" came back to fight and also to sue those bums because they were wrong," Coggs said.

Coggs left the Olympia crowd with a final message. "Brothers and sisters, we must unite," Coggs said.

"We must fight. We must take back workers' rights. Because the people united can never be defeated."

Corporate loopholes need to be closed



"Brothers and sisters, I don't think Wall Street gives a damn about us," WFSE/AFSCME President Carol Dotlich tells cheering crowd of 15,000.



Washington State Labor Council President Jeff Johnson addresses overflowing crowd at April 8 rally.

State legislators and our governor have a lot to think about after the huge April 8 rally in Olympia where a crowd estimated by FUSE Washington as 15,000 demanded closing tax loopholes to save the safety net.

WFSE/AFSCME members made up about 10 percent of the total attendees. They joined dozens of other unions, community groups and allies on a rare sunny day during this dismal spring in Olympia.

It came during the week marking the 43rd anniversary



of the assassinat of Dr. Martin Luther King.

"So during this week and today, we do not simply remember, we are not just nos-

talig, we do not simply commemorate," said Federation President Carol Dotlich.

"Instead, we must re-dedicate ourselves to our cause. We look to the future, we refuse to return to the past."

Lawmakers need to know working families demand that corporations pay their fair share. Tax loopholes reward

those who caused the recession, she said.

"It was not you, it was not me, it was not our wages, it was not our pensions, it was not our health care," Dotlich said, flanked by a dozen or so WFSE/AFSCME members in AFSCME green.

"We did not lose \$20 trillion, did we? It was those geniuses on Wall Street who created this financial nightmare we're all living in.

"Why do we who are struggling to stay afloat in the middle class have to clean up after Wall Street's mess?"

"Brothers and sisters, I don't think Wall Street gives a damn about us."

She threw down the challenge to the dozens of lawmakers who attended the rally.

"Don't you agree, it's time our Legislature, the people's Legislature, made Wall Street and robber barons pay their fair share?"

about the resulting budget deficits," Johnson said.

"They treat our economy as if it were a casino and ... they bet our jobs, wages and benefits against the house.

"They won and we lost."

Children, the vulnerable, the poor, students and middle class working families

But will state legislators do anything?



At press time, 48 House Democrats (many of whom gathered for a photo op at the April 8 rally) had signed onto a major bill to roll back \$170 million in tax loopholes. But leaders note that's short of the 65 votes needed to pass with the required two-thirds majority.

Or will they chicken out...?

As illustrated by WFSE/AFSCME Council Rep Sean Dannen (right, with union VP Sue Henriksen).



LEFT: UW Local 1488 member Jay "Goosebutton" Herzmark lampoons corporate greed at April 8 rally with members (from left) Doug Nielson, Paula Lukaszek and Phil Salvador.



1,400 WFSE/AFSCME members – many on buses like this one from Spokane – came to the rally.

"HELL YES!" the crowd responded.

Legislators need to show backbone and find new revenue and close corporate tax loopholes, said Jeff Johnson, president of the Washington State Labor Council.

"The billionaires and bankers brought our economy to its knees and they brought

shouldn't be blamed and suffer for corporate greed, he said.

"We do not have a budget deficit – we have a social service deficit, we have a jobs deficit, we have a revenue deficit and we have a deficit of leadership."



WFSE/AFSCME Treasurer Rosemary Sterling gazes at Wisconsin flag hoisted by Zoltan Grossman, a member of the faculty union (AFT) at The Evergreen State college.

SHARED LEAVE REQUESTS

If you've been approved to receive shared leave by your agency or institution, you can place a notice here. Once you've been approved by your agency or institution, WFSE/AFSCME can place your shared leave request here and online. Please include a contact in your agency, usually in human resources, for donors to call. E-mail the editor at tim@wfse.org. Or call 1-800-562-6002.

• The following could use a donation of eligible unused annual leave or sick leave or all or part of your personal holiday:

Marcella Trucks, a financial services specialist 3 at the Smokey Point CSO of DSHS and a member of Local 948, has been approved for shared leave to care for her husband, Randy Kurtz, also of Local 948, who will be out on medical leave for treatment of and recovery from a very serious illness. The two were married March 26. Contact: Your human resource office.

Loretta Parson, an attendant counselor 1 at Frances Haddon Morgan Center in Bremerton and a member of Local 1181, has been diagnosed with cancer and is undergoing surgery. Contact: Judy Clark at (360) 475-3459 or Patty Huffman at (360) 475-3464.

Charity Hays, a WorkFirst program specialist with DSHS in Kelso and a member of Local 1400, has been approved for shared leave because of a family medical condition. She has exhausted all leave. Contact: Your human resource office.

Mikal Christensen, a financial services specialist 3 with the DSHS Statewide Customer Service Center in Everett and a member of Local 948, has been approved for shared leave. Contact: Your human resource office.

Diana Fernandez, an office assistant lead with DSHS in Tacoma and a member of Local 53, has been approved for shared leave because of a medical condition. She has exhausted all leave. Contact: Your human resource office.

Laura Watts, a mail carrier-driver with the Employment Security Department in Olympia and a member of Local 443, is at the end of an extremely high-risk pregnancy and is in need of shared leave. Contact: Kathleen Young, (360) 902-9413.

Christine Sannon, a social worker 3 with DSHS in Everett and a member of Local 948, has been approved for shared leave. Contact: Your human resource office.

Marshall Garcia-Schlenz, an information technology specialist 2 with the Department of Li-

Bargaining updates

Higher ed, interpreters, American Friends Service Committee

At press time, five of WFSE / AFSCME's higher education contracts were awaiting ratification votes by the respective groups of members.

Washington State University, the **University of Washington** and **UW Police Management** reached tentative agreements on 2011-2013 contracts with no wage cuts and major gains in non-economic articles.

UWPM's ratification vote was April 13.

WSU counts ballots April 22.

UW was preparing its ratification schedule at press time.

Western Washington University and **Central Washington University** also agreed to new contracts.

To get to where they wanted, WWU and CWU each agreed to one-year contracts that would take effect next year, on July 1, 2012, and run until June 30, 2013. During the first year of the biennium, from July 1, 2011,

to June 30, 2012, the terms and conditions of the current (2009-2011) collective bargaining agreement would apply. WWU and CWU members would take a temporary salary reduction of 3 percent for those making more than \$2,500 a month from July 1, 2012, to June 29, 2013. They also won significant improvements in working conditions.

WWU members were to vote onsite April 20.

CWU counts ballots April 22.

Meanwhile, the teams at **The Evergreen State College** and the **Community College Coalition** continued bargaining. One of the last major sticking points is whether the respective administrations would extend any pay cuts to management, exempt and other staff – just as the governor ordered for the General Government agencies under her control.

The TESC team was left in limbo on April 11 when management once again rejected all of the union's counterproposals on the table. The



TESC Local 443 members **Lana Brewster** (left) and **Lin Crowley** lead their bargaining team's march to the president's office with petitions.

TESC team told members the "message was clear: Classified employees are second-class citizens." The team had presented a petition to the university president signed by about 200 – or 10 percent – of the university's classified, faculty and exempt staff asking that any pay cut be spread campuswide. TESC President Les Purce did not respond.

The ratified – then budget-office vetoed **Eastern**

Washington University contract is headed to an unfair labor practice hearing.

- The new **Medical Interpreters** unit began bargaining on their first contract in March.
- With little fanfare, the five members of the faith-based **Americans Friend Service Committee's Pacific Northwest Regional Office** in Seattle signed their first contract March 18. Their contract runs until Sept. 30, 2011.

an active shop steward. He is survived by his wife, Shannon, daughter, Cammeron, and granddaughter Devlyn. Services have been held.

IN MEMORIAM

IN MEMORIAM: Long-time Local 1253 member **Genoveva Tavares**, a WorkFirst program specialist

at the Kennewick Community Service Office of DSHS, died March 21. She was 45. She had been courageously battling cancer. Funeral services were held March 25 in Pasco.

IN MEMORIAM: **Joel Head**, a cost reimbursement analyst with DSHS in Olympia and a member of Local 443, died March 12 after a battle with leukemia. He was 57. He was

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WSECU
WASHINGTON STATE EMPLOYEES CREDIT UNION



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censing in Olympia, is undergoing radiation and chemotherapy for Stage 3 esophageal cancer. He is unable to work. He is the primary wage earner in his family. His illness has devastated his family's finances. Contact: Lonnie Spikes, (360) 664-1394.

Peter Barabasz, a financial services specialist 3 with DSHS

at the Sky Valley CSO in Snohomish County and a member of Local 948, is still in need of shared leave to attend weekly chemotherapy treatments and be at home for recuperation. He has been battling cancer for two years. Contact: Your human resource office.

La'Toya Powell, a financial services specialist 3 with DSHS

in Tacoma and a member of Local 53, has been approved for shared leave. Contact: Your human resource office.

Jolie Caravan, an unemployment insurance specialist 3 with the Employment Security Department in Spokane and a member of Local 1221, is in need of shared leave to care for her granddaughter, who is

special needs and requires Jolie to be with her 24 hours a day to provide proper care and monitoring and medication. Contact: Kathy Walmsley, (509) 893-7002.

Jacqueline De Vore, a fiscal technician 2 with the Department of Health in Olympia

CONTINUED ON NEXT PAGE

MEMBERS-ONLY BENEFITS UPDATE; SHOP STEWARD CORNER



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Battle Ground (360) 666-5700	Lakewood (253) 581-2888	Payallup (253) 770-4342	Sunnyside (509) 837-6202
Bellevue (425) 450-9800	Longview (360) 578-9999	Renton (425) 430-2029	Tacoma (253) 759-9591
Bellingham (360) 734-1099	Lynnwood (425) 744-1022	SeaTac/Seattle (206) 243-7788	Takoma/Southcenter (425) 291-9555
Bonney Lake (253) 862-1015	Marysville (360) 651-1882	Seattle/Downtown (206) 623-2666	Vancouver (East) (360) 269-6420
Borah / Mill Creek (425) 806-0077	Monroe (360) 794-0717	Sequim coastal town (360) 797-1100	Vancouver (West) (360) 574-8181
Carnation (425) 333-4101	Mount Vernon (360) 848-6777	Shoreline (206) 542-4444	Walla Walla (509) 522-2220
Ellensburg (509) 886-0077	Olympia (360) 806-7669	Sidney (425) 374-8451	Wenatchee (509) 886-0500
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AFSCME Dental Tip of the Month

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*New patients only.

With Love and Gratitude,
Abraham Ghorbanian DDS MS



* New patients only
FREE electric toothbrush with this coupon!!

Questions?

Adam Keck
Executive Director of Labor
adam@sunrisedental.com
425.891.8918

STEWARDS CORNER

by Timothy J. Foley, 1221
Shop Steward, Local 1221

Today, the Code of Ethical Conduct for Stewards may very well be the union's most important and impactful document.

Over the years of being a steward, I have had numerous conversations with my union brothers and sisters. I have also read the newspapers and listened to the news, only to hear horror stories of corporations behaving badly and watched unethical CEOs or politicians raiding retirement programs or siding with big business for their own profit. After watching all of this take place, almost on a daily basis, I am convinced much of this ugly behavior is due in large part to not having and applying good ethical ideals and processes.

In reviewing our Code of Ethical Conduct for Stewards, I found two very influential sections that can assist every shop steward in developing a clear vision of the SPIRIT of this document. The first section is the "Purpose." This section clearly talks about "providing guidelines for Stewards in conduct and values in preserving union in action." It also points out that the code "offers a set of values, principles and standards to guide decision-making, representation and conduct." Finally, this section points out "stewards' actions should be consistent with the spirit as well as with the letter of this code."

The next important section is the "PRINCIPLES." In this section, it points out "Stewards promote union values, principles and ideas in the workplace. Those values include service, social justice for all, treating each person with dignity and worth, valuing relationships, having integrity and competence, and honoring confidentiality." It continues by saying how the steward needs to "strive to improve working conditions in all available forums," "create, foster and promote solidarity within the union." The steward should also seek the "advice and counsel of other stewards/staff whenever such consultation is in the best interest of clients." And finally, this section discusses the need to be "alert to and avoid actual or potential conflicts of interest."

In closing, the Code of Ethical Conduct for Stewards is to help shop stewards "hold in stewardship the welfare of the membership of WFSE." The Code of Ethical Conduct for Stewards is online in the WFSE/AFSCME Steward Center. Go to wfse.org>Stewards>Steward Toolbox.



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Must bring coupon to appointment in order to redeem

Questions?

Carrie Magnuson
Bright Now! Dental Account Executive
253-405-4547
carrie.magnuson@brightnow.com

CONTINUED FROM LAST PAGE

and a member of Local 443, is suffering from kidney failure and has been in the hospital. She has exhausted all leave. Contact: Jody Bales, (360) 236-2930.

Judy Anderson, a data compiler 3 with a employment

Security Department in Olympia and a member of Local 443, is in need of shared leave. She has been off work since early December and has used up all her leave. Contact: Cathleen Young, (360) 725-9416.

Nancy Remy, a financial services specialist 3 with DSHS in Tacoma and a member of Local 53, is in need of shared leave

because of a serious medical condition and surgery. Contact: Your human resource office.

Sheryl Tiffany, a support enforcement officer 2 with DSHS in Olympia and a member of Local 443, has been approved for shared leave because of ongoing, serious medical issues. Contact: Sandi Wallace, (360) 664-6919.

Dwight Eisenhower, a construction and maintenance project specialist at Fort Worden State Park and a member of Statewide Parks Local 1466, has been approved for shared leave. Contact: Your human resource office.

The 59

Union joins in DOT memorial

WFSE/AFSCME joined with Department of Transportation workers and families of fallen DOT workers March 22 at the annual DOT Worker Memorial ceremony at agency headquarters in Olympia.

Silence fell over the crowd as the names of all 59 DOT workers killed on the job since 1950 flashed on a wall-sized screen.

Betty Rhynalds, widow of Local 378 member Billy Rhynalds, killed on the job in January, thanked the agency and the families of other fallen workers.

"There was not one day that he did not want to be part of the community or a department (where) he

was helping others," she said.

Agency officials said they should break ground on a permanent WSDOT Worker Memorial adjacent to headquarters soon. The National Work Zone Memorial Wall was part of the ceremony.

Those in attendance were encouraged to contribute to the new WSDOT Memorial Foundation to remember the fallen, care for DOT retirees and help family members left behind. WFSE/AFSCME recently contributed \$5,000 to the foundation. (You'll find a link on our website at www.wfse.org or go directly to the foundation's website at <http://wsdotmf.net/>.)

"We simply can't lose any more DOT workers," said union President Carol Dotlich. "They are vital to our state. But more importantly, they are husbands and wives, dads and moms and sons and daughters. The impact on the families left behind is the most tragic outcome.

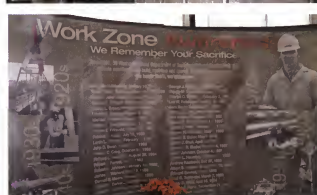
"In the words of Mother Jones, we mourn the dead, but we will fight like hell for the living."



Betty Rhynalds joins with co-workers of her late husband, Billy, at memorial to him and the other 59 DOT workers killed on the job since 1950.



**MOURN
FOR THE DEAD
FIGHT
FOR THE LIVING**
WORKERS MEMORIAL DAY - APRIL 28 - AFL-CIO



Local 1326 helps victims of White Swan wildfire

Yakima Local 1326 donated \$500 to the White Swan Fire Victims' Relief Fund. The February wildfire, considered the worst ever in the county, destroyed 20 homes and devastated families in White Swan in the middle of the Yakama Reservation. Local 1326 members **Deb Sills** (left) and **Jo Ann Gibson** (right) dropped off the local's check at a Bank of America branch handling the donations. Sills and Gibson are both shop stewards for the Yakima DSHS Division of Children and Family Services office.



Laura Little, the chief shop steward at Everett Community College (Local 1020) organized a March 21 contract lunch 'n learn on the contract. She decorated the campus with green bows and handed out green brackets for staff to wear.



From left: **Michael Wiseman**, **Steve Segal** and **Ton Johnson** at hearing on liability reform bill.

• **LIABILITY.** The bill to limit liability for Community Corrections and DSHS social workers acting in good faith picked up the support of the state Attorney General's office and the Department of Corrections March 21, but a scheduled March 24 vote in the House Judiciary Committee never took place. ESSB 5605 had earlier passed the Senate 40-9.

It can be brought up again in 2012.



Local 308 President **Ginger Richardson** (left) with WFSE/AFSCME Lobbyist **Matt Zuvich** at March 21 Senate hearing.

• **SAFETY.** The WFSE/AFSCME-backed bill to bring binding interest arbitration over safety issues for Community Corrections members passed the House but did not clear its Senate committee by press time. It can be brought up again in 2012.

"The state of Washington needs to recognize corrections and supervision is a dangerous occupation," said Local 308 President **Ginger Richardson**.

At press time, the union was pushing to include Community Corrections officer safety issues in omnibus Corrections safety bills, ESSB 5907 and HB 2036.

Where's this worksite?



Send your guesses by e-mail to tim@wfse.org or regular mail: Editor, 1212 Jefferson St. S.E., Suite 300, Olympia, WA 98501. Include your name and mailing address. Deadline: May 10. The first 10 readers with the correct answer who include their name and mailing address will receive a prize.